FBLA MS: Leadership

Competency A: Personal Responsibility	MBA Research Performance Indicators	LAPs
Tasks		
1. Define personal responsibility and its relationship to leadership.	EI:075 Take responsibility for decisions and actions (PQ)	LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)
2. List characteristics of leaders.	EI:009 Explain the concept of leadership (CS)	LAP-EI-909 Lead the Way (Concept of Leadership)
3. Explain how leaders achieve desired results.	EI:009 Explain the concept of leadership (CS)	LAP-EI-909 Lead the Way (Concept of Leadership)
4. Explain how leaders build stronger relationships with work team members.	HR:493 Explain the nature of leadership in organizations (SU)	LAP-HR-493 Take the Lead! (Leadership in Organizations)
5. Describe how leaders create environments that cultivate high performing teams.	HR:493 Explain the nature of leadership in organizations (SU)	LAP-HR-493 Take the Lead! (Leadership in Organizations)
6. Understand the relationship between individual responsibility, the choices made, and actions taken.	EI:075 Take responsibility for decisions and actions (PQ)	LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)
7. Understand that past programming of the subconscious mind (habits and conditioning) impact current behavior.	EI:075 Take responsibility for decisions and actions (PQ)	LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)
8. Identify change for current behaviors to improve performance.	EI:075 Take responsibility for decisions and actions (PQ)	LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)
9. Explain how individuals use planning strategies to determine action to take.	EI:075 Take responsibility for decisions and actions (PQ)	LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)

10. Explain the importance of keeping commitments and the achievement of worthwhile results.	EI:075 Take responsibility for decisions and actions (PQ)	LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)
11. Define accountability for taking action to achieve priority goals.	EI:075 Take responsibility for decisions and actions (PQ)	LAP-EI-075 It's Up to You (Taking Responsibility for Decisions and Actions)
Competency B: Self Awareness	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Explain the relationship between leadership and self-awareness.	EI:001 Describe the nature of emotional intelligence (PQ)	LAP-EI-001 EQ and You (Emotional Intelligence)
2. Define self-awareness.	EI:001 Describe the nature of emotional intelligence (PQ)	LAP-EI-001 EQ and You (Emotional Intelligence)
3. Explain why an individual must have self-awareness as a leader.	EI:001 Describe the nature of emotional intelligence (PQ)	LAP-EI-001 EQ and You (Emotional Intelligence)
4. Explain the relationship between perception of others and self-awareness.	EI:001 Describe the nature of emotional intelligence (PQ)	LAP-EI-001 EQ and You (Emotional Intelligence)
5. Explain how self-awareness involves seeing oneself clearly and objectively through reflection and introspection.	EI:001 Describe the nature of emotional intelligence (PQ)	LAP-EI-001 EQ and You (Emotional Intelligence)
Competency C: Teamwork	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Explain the use of teams in organizations.	EI:045 Participate as a team member (CS)	LAP-EI-045 Team Up (Participating as a Team Member)
2. Explain the difference between a group and a team.	EI:045 Participate as a team member (CS)	LAP-EI-045 Team Up (Participating as a Team Member)
3. Explain advantages and disadvantages of teamwork.	EI:045 Participate as a team member (CS)	LAP-EI-045 Team Up (Participating as a Team Member)

4. Describe characteristics of effective teams and the role of leadership.	EI:045 Participate as a team member (CS)	LAP-EI-045 Team Up (Participating as a Team Member)
5. Differentiate characteristics of different teams (functional, cross-functional, self-managed).	EI:045 Participate as a team member (CS)	LAP-EI-045 Team Up (Participating as a Team Member)
6. Describe the difference between leader-centered and group-centered decision making.	EI:045 Participate as a team member (CS)	LAP-EI-045 Team Up (Participating as a Team Member)
7. Explain the difference between individual and team decision making.	EI:045 Participate as a team member (CS)	LAP-EI-045 Team Up (Participating as a Team Member)
Competency D: Collaboration	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Define collaborative communication.	EI:130 Collaborate with others (SP)	LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)
2. List skills that contribute to successful collaboration.	EI:130 Collaborate with others (SP)	LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)
3. Explain how successful collaboration depends on the ability to get along with people, being able to listen, and being open-minded.	EI:130 Collaborate with others (SP)	LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)
4. Describe the roles of compromise, ability to see the big picture, and problem-solving abilities, which have a direct relationship to collaboration.	EI:130 Collaborate with others (SP)	LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)
5. Explain the role of conflict negotiation for groups.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)

6. List essential skills for successful collaborators and project managers.	EI:130 Collaborate with others (SP)	LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)
7. Define brain storming.		
8. Describe the need for commitment and enthusiasm for effective collaboration.	EI:130 Collaborate with others (SP)	LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)
Competency E: Communicating Effectively	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Explain how successful leadership is based upon solid communication.	EI:007 Explain the nature of effective communications (PQ)	LAP-EI-140 More Than Just Talk (Effective Communication)
2. Define the elements of the communication process (sender, receiver, message, feedback).	EI:007 Explain the nature of effective communications (PQ)	LAP-EI-140 More Than Just Talk (Effective Communication)
3. Explain common approaches to getting feedback on messages.	EI:007 Explain the nature of effective communications (PQ)	LAP-EI-140 More Than Just Talk (Effective Communication)
4. Explain the power of nonverbal communication.	CO:059 Interpret others' nonverbal cues (PQ)	
5. Explain the role of conflict negotiation for groups.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)
6. Explain the importance of listening skills.	CO:017 Demonstrate active listening skills (PQ)	LAP-CO-017 Listen Up! (Demonstrating Active Listening Skills)

Competency F: Motivating	MBA Research Performance Indicators	LAPs
Tasks		
1. Compare motivational leadership styles.	EI:059 Motivate team members (SP)	LAP-EI-059 Raise Them Up (Motivating Others)
2. Explain the difference between job-centered and employee-centered behavior.		
3. Explain the motivation process for leadership.	SM:080 Explain motivation theories and their applications (MN)	
4. Compare and contrast motivation theories.	SM:080 Explain motivation theories and their applications (MN)	
5. Define Maslow's Hierarchy of Needs Theory.	SM:080 Explain motivation theories and their applications (MN)	
6. Explain the need for individuals to balance professional and personal needs.	SM:080 Explain motivation theories and their applications (MN)	
7. Define the Equity Theory, Expectancy Theory, Reinforcement Theory, and Goal Setting Theory for motivation.	SM:080 Explain motivation theories and their applications (MN)	
Competency G: Conflict Resolution	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Define conflict in the workplace.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)
2. Explain the importance of collaboration for team accomplishment.	EI:130 Collaborate with others (SP)	LAP-EI-130 Genius Is a Team Sport (Collaborating With Others)
3. Describe positive and negative conflict in the workplace.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)
4. Describe conflict management styles.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)

5. Define conflict resolution and mediation.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)
6. List causes of conflict in the workplace.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)
7. Explain inter-group conflict.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)
8. Explain why managers must make decisions to ignore or do something about possible conflict in the workplace.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)
9. Explain the relationship between panic and conflict.	EI:015 Use conflict-resolution skills (CS)	LAP-EI-915 Stop the Madness (Conflict Resolution)
10. Explain why leaders entitle every person to have a 'bad day'.		
Competency H: Problem Solving	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Identify the six stages of problem solving (problem definition, evaluation of the problem, generating alternatives, selecting a solution, implementation, and evaluation of the results).	PD:077 Demonstrate problem-solving skills (CS)	LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills)
2. List steps for problem solving (define, measure, analyze, improve, and control).	PD:077 Demonstrate problem-solving skills (CS)	LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills)
3. Explain why problem solving is important.	PD:077 Demonstrate problem-solving skills (CS)	LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills)
4. List examples of problem solving in the workplace.	PD:077 Demonstrate problem-solving skills (CS)	LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills)

5. Describe underlying causes of problems in the workplace.	PD:077 Demonstrate problem-solving skills (CS)	LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills)
6. Explain why it is important to collect data for problem solving.	PD:077 Demonstrate problem-solving skills (CS)	LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills)
7. List underlying causes of problems in the workplace	PD:077 Demonstrate problem-solving skills (CS)	LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills)
8. Explain how standards or expectations not met create problems at the workplace.	PD:077 Demonstrate problem-solving skills (CS)	LAP-PD-077 No Problem (Demonstrating Problem-Solving Skills)
Competency I: Empathy	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Define empathy.	EI:030 Show empathy for others (PQ)	LAP-EI-030 Have a Heart (Showing Empathy for Others)
2. Explain how empathy improves communication.	EI:030 Show empathy for others (PQ)	LAP-EI-030 Have a Heart (Showing Empathy for Others)
3. Explain the relationship between empathy and stronger working relationships.	EI:030 Show empathy for others (PQ)	LAP-EI-030 Have a Heart (Showing Empathy for Others)
4. Explain how empathy promotes creative thinking.	EI:030 Show empathy for others (PQ)	LAP-EI-030 Have a Heart (Showing Empathy for Others)
5. Describe the relationship between empathy and active listening.	EI:030 Show empathy for others (PQ)	LAP-EI-030 Have a Heart (Showing Empathy for Others)

6. Describe the relationship between empathy and personalized communication.	EI:030 Show empathy for others (PQ)	LAP-EI-030 Have a Heart (Showing Empathy for Others)
7. Describe why empathy is needed to consider others' perspectives.	EI:030 Show empathy for others (PQ)	LAP-EI-030 Have a Heart (Showing Empathy for Others)
Competency J: Flexibility	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Explain what flexibility in the workplace means.	EI:006 Demonstrate adaptability (CS)	LAP-EI-006 Go With the Flow (Demonstrating Adaptability)
2. Explain why employees need workplace flexibility for success.	EI:006 Demonstrate adaptability (CS)	LAP-EI-006 Go With the Flow (Demonstrating Adaptability)
3. Describe the relationship between workplace flexibility and productivity.	EI:006 Demonstrate adaptability (CS)	LAP-EI-006 Go With the Flow (Demonstrating Adaptability)
4. Describe how workplace flexibility strengthens working relationships.	EI:006 Demonstrate adaptability (CS)	LAP-EI-006 Go With the Flow (Demonstrating Adaptability)
5. Describe the relationship between flexibility and improved communication in the workplace.	EI:006 Demonstrate adaptability (CS)	LAP-EI-006 Go With the Flow (Demonstrating Adaptability)
6. Explain why active listening is needed in the workplace.	CO:017 Demonstrate active listening skills (PQ)	LAP-CO-017 Listen Up! (Demonstrating Active Listening Skills)
7. Explain the relationship between flexibility and personalized communication in the workplace.	EI:006 Demonstrate adaptability (CS)	LAP-EI-006 Go With the Flow (Demonstrating Adaptability)
9. Define the relationship between flexibility in the workplace and consideration of others' perspectives.	EI:136 Consider conflicting viewpoints (CS)	LAP-EI-136 Pick a Side (Considering Conflicting Viewpoints)
10. Explain the need for flexibility due to unforeseen circumstances (pandemic, weather disaster, etc.)	EI:006 Demonstrate adaptability (CS)	LAP-EI-006 Go With the Flow (Demonstrating Adaptability)

Competency K: Creativity	MBA Research Performance Indicators	LAPs
Tasks		
1. Explain why creativity in the workplace is important.	PD:012 Demonstrate appropriate creativity (SP)	LAP-PD-012 Imagine That (Demonstrating Creativity)
2. Outline strategies to increase creativity at the workplace.	PD:012 Demonstrate appropriate creativity (SP)	LAP-PD-012 Imagine That (Demonstrating Creativity)
3. Explain the relationship between creativity and critical thinking.	PD:012 Demonstrate appropriate creativity (SP)	LAP-PD-012 Imagine That (Demonstrating Creativity)
4. Explain how creativity is enhanced when collaborative thinking is encouraged.	PD:012 Demonstrate appropriate creativity (SP)	LAP-PD-012 Imagine That (Demonstrating Creativity)
5. Explain the need for employees to be involved in activities that clearly meet company mission and vision.		
6. List steps to increase creativity in the workplace (hire the right people, implement flexible work hours, provide space for critical thinking, act on good ideas, reward creativity).	PD:012 Demonstrate appropriate creativity (SP)	LAP-PD-012 Imagine That (Demonstrating Creativity)
7. Describe rewards for creativity in the workplace.	PD:012 Demonstrate appropriate creativity (SP)	LAP-PD-012 Imagine That (Demonstrating Creativity)
Competency L: Embracing Risk	MBA Research Performance Indicators	LAPs
Tasks		
1. Define risk assessment.	EI:091 Assess risks of personal decisions (PQ)	LAP-EI-091 Worth the Risk (Assessing Risks of Personal Decisions)
2. Match team members who want to succeed and meet challenges.	EI:044 Encourage team building (SU)	
3. Identify open opportunities to embrace risk.	EI:091 Assess risks of personal decisions (PQ)	LAP-EI-091 Worth the Risk (Assessing Risks of Personal Decisions)

4. Understand that embracing risk can result in failure	EI:091 Assess risks of personal decisions (PQ)	LAP-EI-091 Worth the Risk (Assessing Risks of Personal Decisions)
5. Explain how embracing risk is a key to business success.	SM:075 Explain the nature of risk management (SP)	LAP-SM-075 Prepare for the Worst; Expect the Best (Nature of Risk Management)
6. Describe how entrepreneurs are willing to take risks.	SM:075 Explain the nature of risk management (SP)	LAP-SM-075 Prepare for the Worst; Expect the Best (Nature of Risk Management)
7. Explain how the culture of failure can be good for future success.		
8. Explain how successful individuals seek and prepare for change.	EI:026 Adjust to change (PQ)	
Competency M: Innovation	**MBA Research Performance Indicators**	**LAPs**
Tasks		
1. Explain how to increase innovation in the workplace through leadership.	PD:126 Explain the need for innovation skills (CS)	LAP-PD-126 Ideas in Action (Innovation Skills)
2. Define brainstorming and its relationship to innovation.	PD:126 Explain the need for innovation skills (CS)	LAP-PD-126 Ideas in Action (Innovation Skills)
3. Describe rewards for innovation in the workplace	PD:126 Explain the need for innovation skills (CS)	LAP-PD-126 Ideas in Action (Innovation Skills)
4. List the benefits of innovation in the workplace	PD:126 Explain the need for innovation skills (CS)	LAP-PD-126 Ideas in Action (Innovation Skills)
5. Explain the need to tolerate mistakes when encouraging innovation.	PD:126 Explain the need for innovation skills (CS)	LAP-PD-126 Ideas in Action (Innovation Skills)